

Minutes

Union-Management (Article 30)

Wednesday March 19, 2025

11:00 am - 11:45 am

Microsoft Teams

UNION ATTENDEES	MANAGEMENT ATTENDEES
Leila George (chair)	Rajeev Purewal (Chair)
Raine Kisby	Tracy Meckbach
Gourav Das	Cathy Hashemi
<i>Optional: Shirley Kay</i>	Veronica Del Rosal
	<i>Optional: Tracey Schmitz</i>
	Recorder: Veronica Del Rosal

MEETING NOTES	ACTION
1. Approve Agenda	
<ul style="list-style-type: none"> The agenda was approved as distributed. 	Approved
2. Approve Previous Minutes	
<ul style="list-style-type: none"> The Minutes from January 23, 2025 were approved as distributed. 	Approved
3. Review Pending Action Items	
<ul style="list-style-type: none"> Employer to post updated seniority list. 	Completed
<ul style="list-style-type: none"> Employer to review supervisors' changes and rotation 	This has been addressed with leadership and the high volume of hires has stabilized. There is a supervisor's inbox available for agents to reach out to all supervisors. The nature of auxiliary staff is that they are scheduled based on seniority and daily staffing needs.
4. Standing Items	
4.1 - Technological Change	Employer doesn't have any technological change updates at this moment.

5. New Business - Union	
5.1.1 - Hiring Practices	<p>The Employer onboards a high volume of staff at times to meet business requirements. To meet these requirements the employer uses recruitment agencies.</p> <p>There was an identified misunderstanding provided to a limited number of new hires with regards to hours available. This was identified and corrected immediately.</p>
5.1.2 - Progressive discipline - verbal warnings - union shop steward present and the supervisor's role.	Matter was tabled to be reviewed at the following JLMC.
5.1.3 - Supervisor workload	Employer reviewed that supervisors should escalate concerns to their managers, following the established process per the Collective Agreement - Appendix 3.
5.1.4 - Implementation of the 100% sick leave	<p>Under the Employment Standards Act (ESA), employees are entitled to five paid sick days per year at 100% pay. These days are loaded into each employee's sick leave bank annually.</p> <p>The employer is aligned with the Employment Standards Act and the approach of other government entities in its application of the legislation.</p>
6. New Business - Employer	
• N/A	N/A

	ACTION ITEMS	STATUS
1	5.1.2 Progressive Discipline tabled for further discussion	In Progress

NEXT MEETING DETAILS	
Date	Thursday May 29, 2025
Time	2:00pm - 2:45pm
Location	Microsoft Teams